

Air Education and Training Command

Replenishing the Combat Capability of America's Air Force



**Performance, Discipline
and Attrition Measures for
First-Term Airmen with
Moral Waivers**

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28 January 2004

U.S. AIR FORCE

Integrity - Service - Excellence



Overview



- Issues
- Waivers and Exceptions to Policy
- Analysis Approach
- Performance Measures
- Findings
- Detractor Breakdown
- Analysis Results



Issues



- Primary - Is granting Moral Waivers to applicants for enlisted service in the best interest of the Air Force?
- Secondary - How do first-term airmen w/ Dependency Waivers or Armed Forces Qualifying Test (AFQT) Exceptions to Policy (ETP) compare with first-term airmen without moral waivers?



Moral Waivers



Moral Waivers

- DoD Directive 1304.26 –
 - “Persons entering the Armed Forces should be of good moral character”
 - “No person...who has been convicted of a felony, may be enlisted in an Armed Force. However, the Secretary concerned may authorize exceptions in meritorious cases....”
- Services individually determine offenses that require waivers and the approval process



Moral Waivers cont.



- Category 5 – includes blocking traffic, driving uninsured vehicle, driving w/o license in possession, failure to signal, improper turn, leaving key in ignition and seatbelt violation
- Category 4 – includes careless or reckless driving, curfew violation, damaging road signs, driving w/ suspended or revoke license, illegal gambling, loitering, drag racing, consumption of alcohol in a public place, trespass on property and vandalism
- Category 5 and 4 offenses waiverable by Air Force Recruiting Service (AFRS) Squadron



Moral Waivers cont.



- Category 3 – includes assault, breaking and entering a vehicle, contempt of court, drunk in public, indecent exposure, malicious mischief, resisting arrest, shooting from a public road, shoplifting and unlawful or illegal entry
- Category 2 – includes arson, burglary (as a juvenile), carrying a concealed weapon, DUI/DWI, grand theft, involuntary manslaughter, looting, maiming or disfiguring, marijuana: simple possession or use, prostitution, riot and sedition
- Category 3 and 2 offenses waiverable by AFRS Group Commanders (Colonel)



Moral Waivers cont.



- Category 1 - major felonies, such as, aggravated assault, burglary (as an adult), draft evasion, extortion (as an adult), kidnapping, murder, rape and robbery (as an adult)
- Category 1 offenses waiverable only by AFRS Commander (BG)



Dependency Waivers



Dependency Waivers

- Required for the following:
 - Single parents and
 - Military married to military with dependent(s)



AFQT Exceptions to Policy



AFQT Exceptions to Policy

- Prior to Aug 02, with an exception to policy Air Force could accept some recruits with an AFQT < 40
- Squadron Commander could grant an exception to policy for applicant with a 37-39 AFQT
 - IF the applicant had an General aptitude score ≥ 35
 - AND Mechanical aptitude score ≥ 44
OR
Electronic aptitude score ≥ 65



Criterion Variables



- Attrition
 - Basic Military Training (BMT)
 - Technical Training School
 - First-Term
- Enlisted Performance Report (EPR) markdowns
- Unfavorable Incidents File (UIF) – Entries made at commander's discretion. Includes events, such as, chronically late to work, intoxicated on the job, Article 15s, Letters of Reprimand – A way of tracking and cataloging problem behaviors.



Performance



Measures

- Impact of accession detractors on premature attrition, job performance, and discipline problems
 - Premature attrition:
 - BMT attrition
 - Tech training attrition
 - On-the-job attrition
 - Job performance
 - Evaluation mark downs
 - Discipline problems
 - Occurrence of Unfavorable Information File (UIF)



Analysis Approach



- Identified personnel accessed with moral waivers, dependency waivers, and low AFQT scores (40-45) for FY96 thru FY99
- Merge with active duty data to measure 4 year performance in premature attrition, job performance, and discipline problems
- Compared data on airmen with and without accession detractors

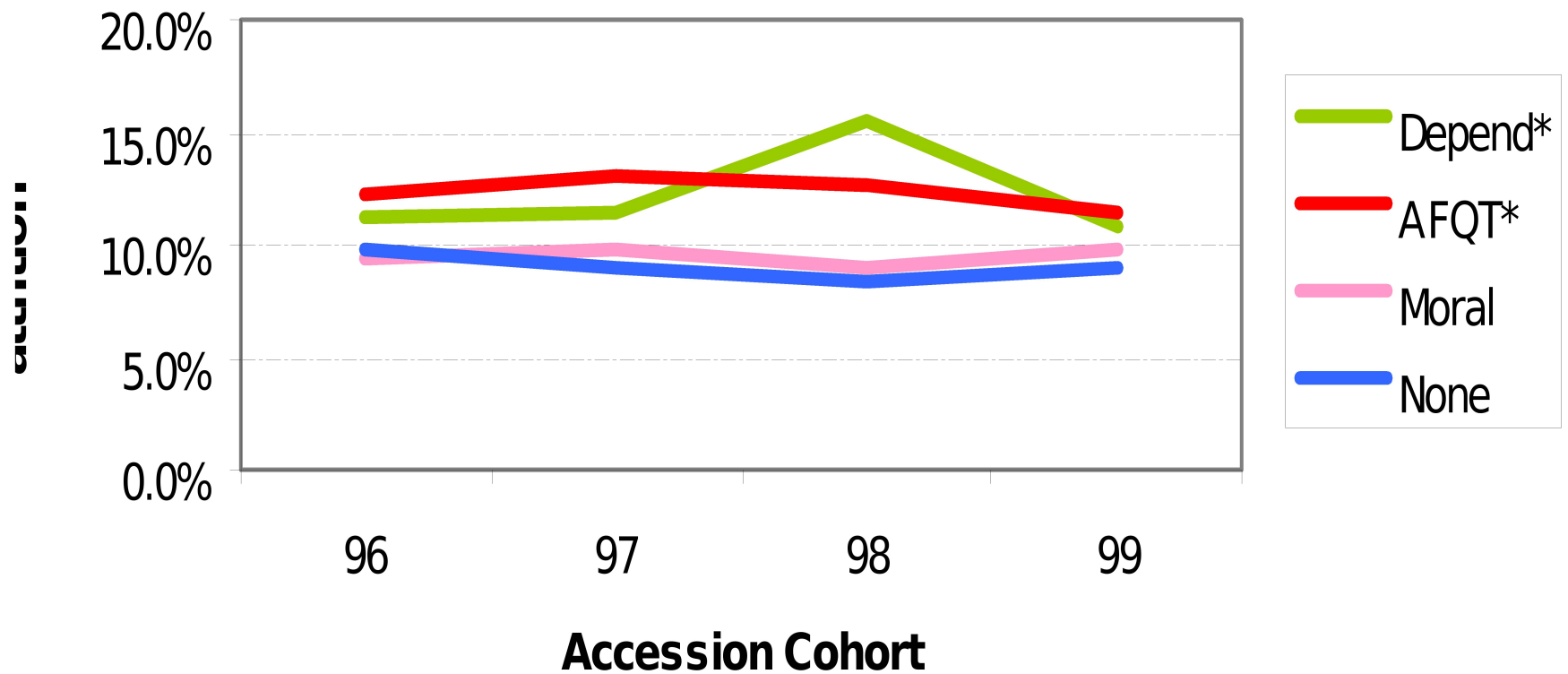


IMPACT OF RECRUITING WAIVERS



Early Training

BMT Attrition



* Indicates statistically significant by Cochran-Mantel-Haenszel

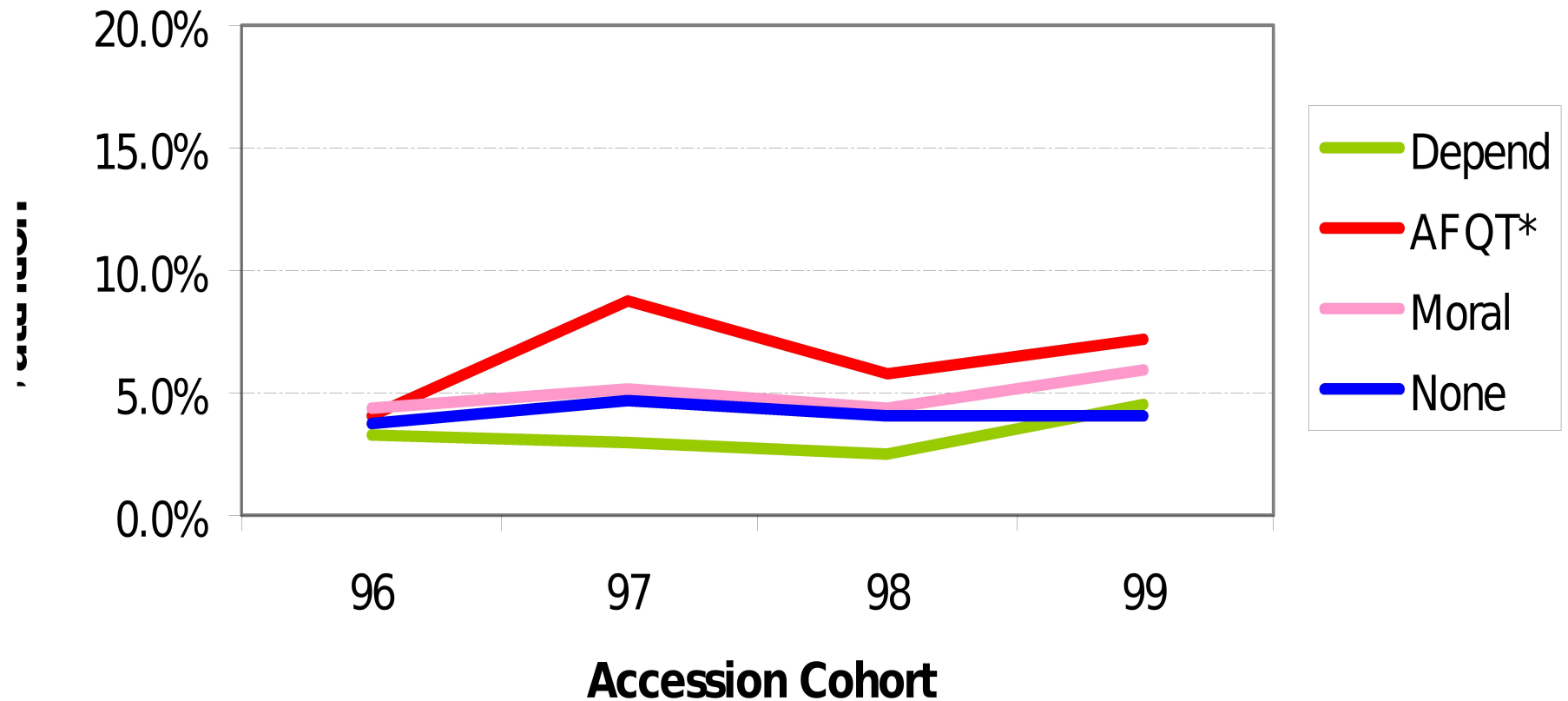


IMPACT OF RECRUITING WAIVERS



Tech Training Attrition

Early Training



* Indicates statistically significant by Cochran-Mantel-Haenszel

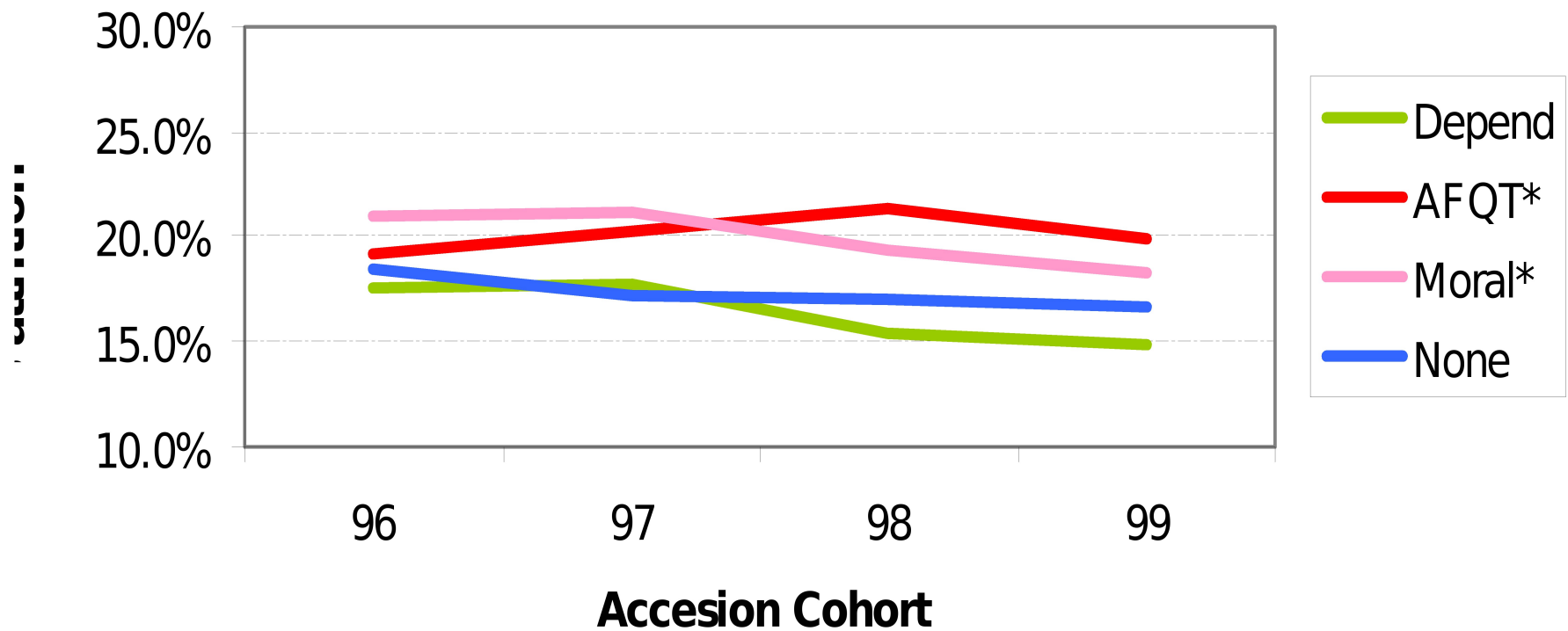


IMPACT OF RECRUITING WAIVERS



Workplace Attrition

**1st Term Attrition between Tech School and Contract
Fulfillment**



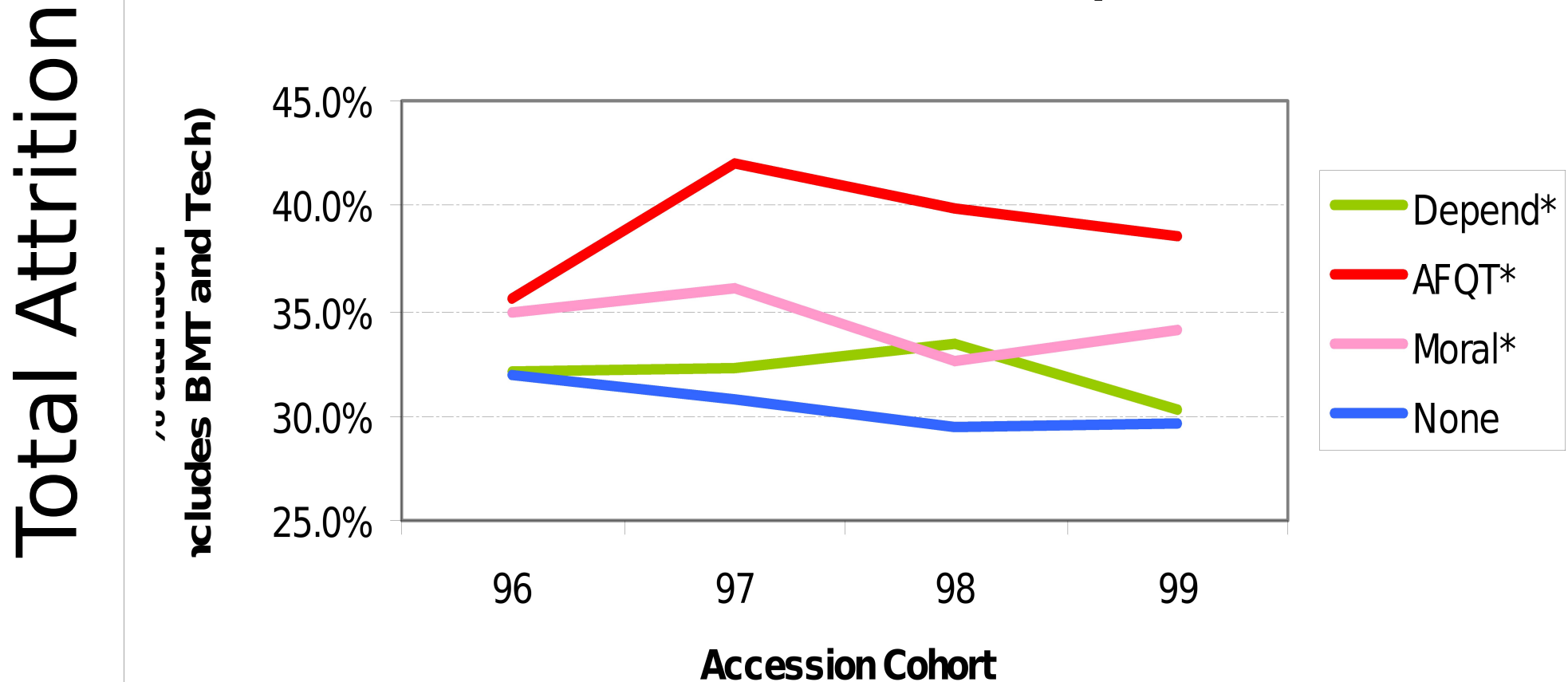
* Indicates statistically significant by Cochran-Mantel-Haenszel



IMPACT OF RECRUITING WAIVERS



Attrition Before 1st Term Completed



* Indicates statistically significant by Cochran-Mantel-Haenszel Statistic

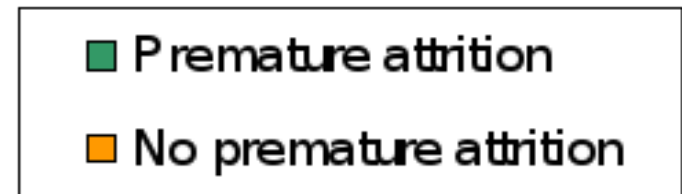
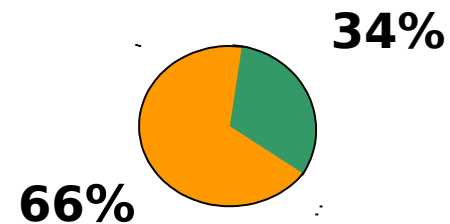
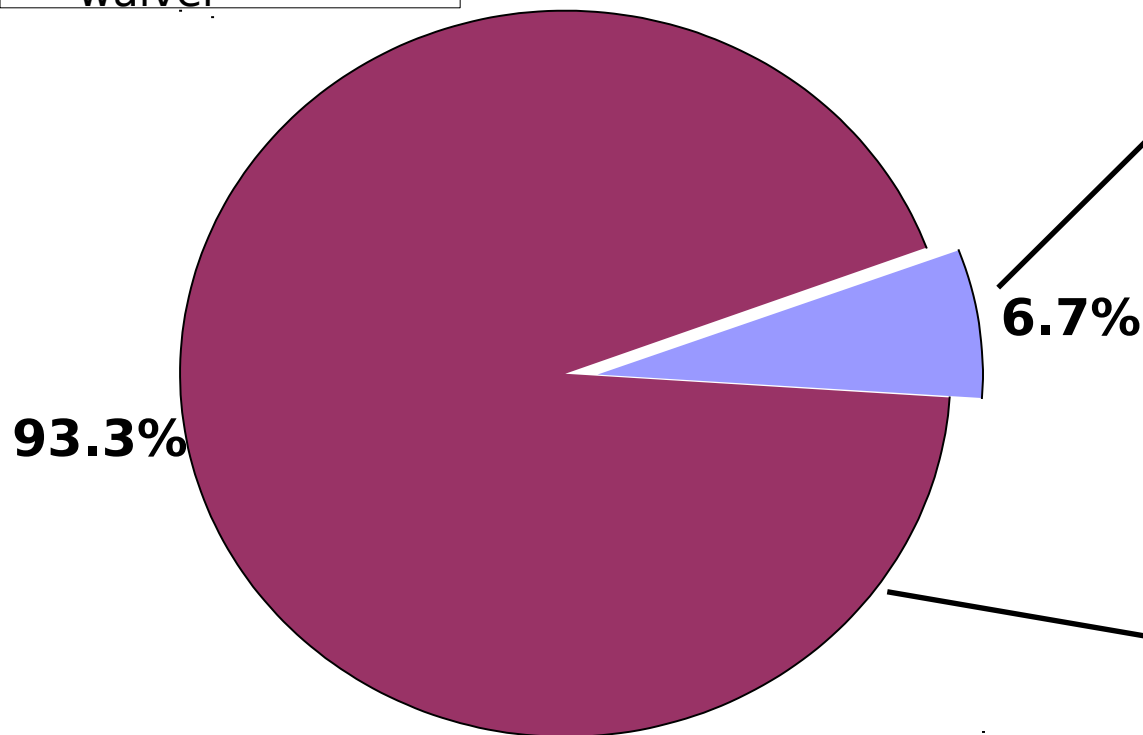
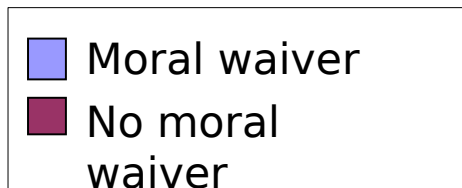


Current Impact of Waivers

FY96-99 AF

Moral waiver

EAs



No moral waiver



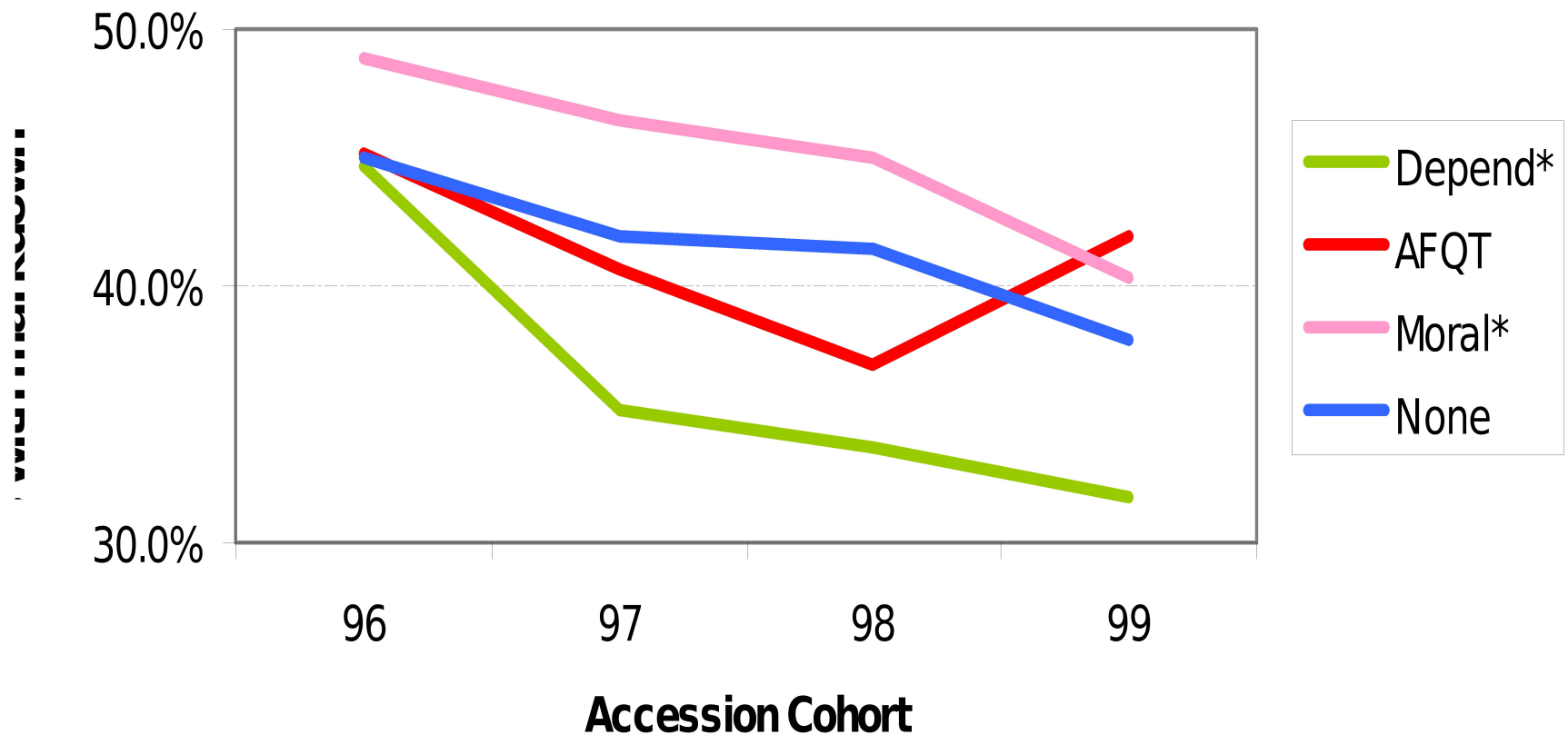


IMPACT OF RECRUITING WAIVERS



Job Performance

EPR Markdown Incidence



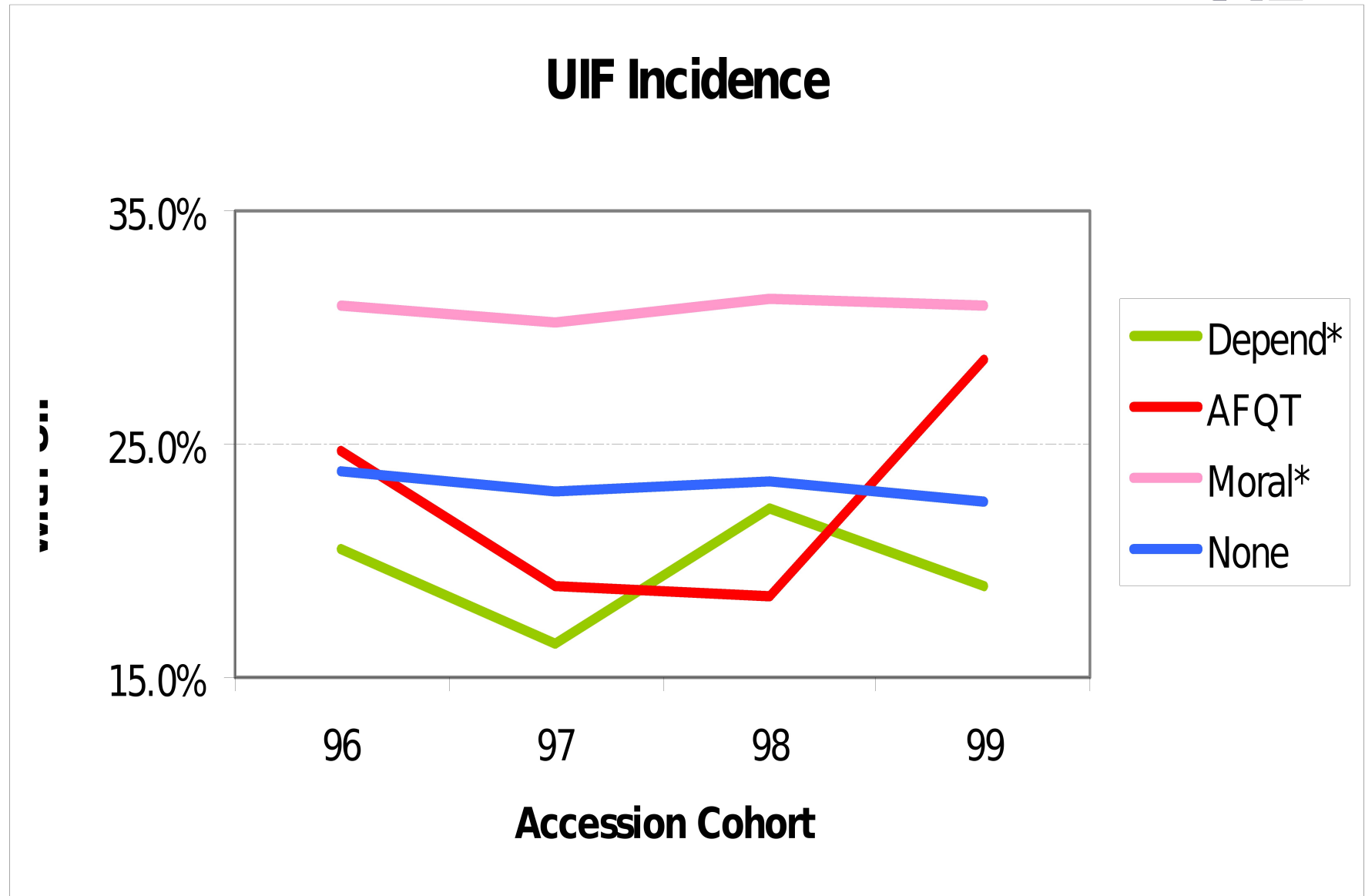
* Indicates statistically significant by Cochran-Mantel-Haenszel Statistic



IMPACT OF RECRUITING WAIVERS



Discipline Problems

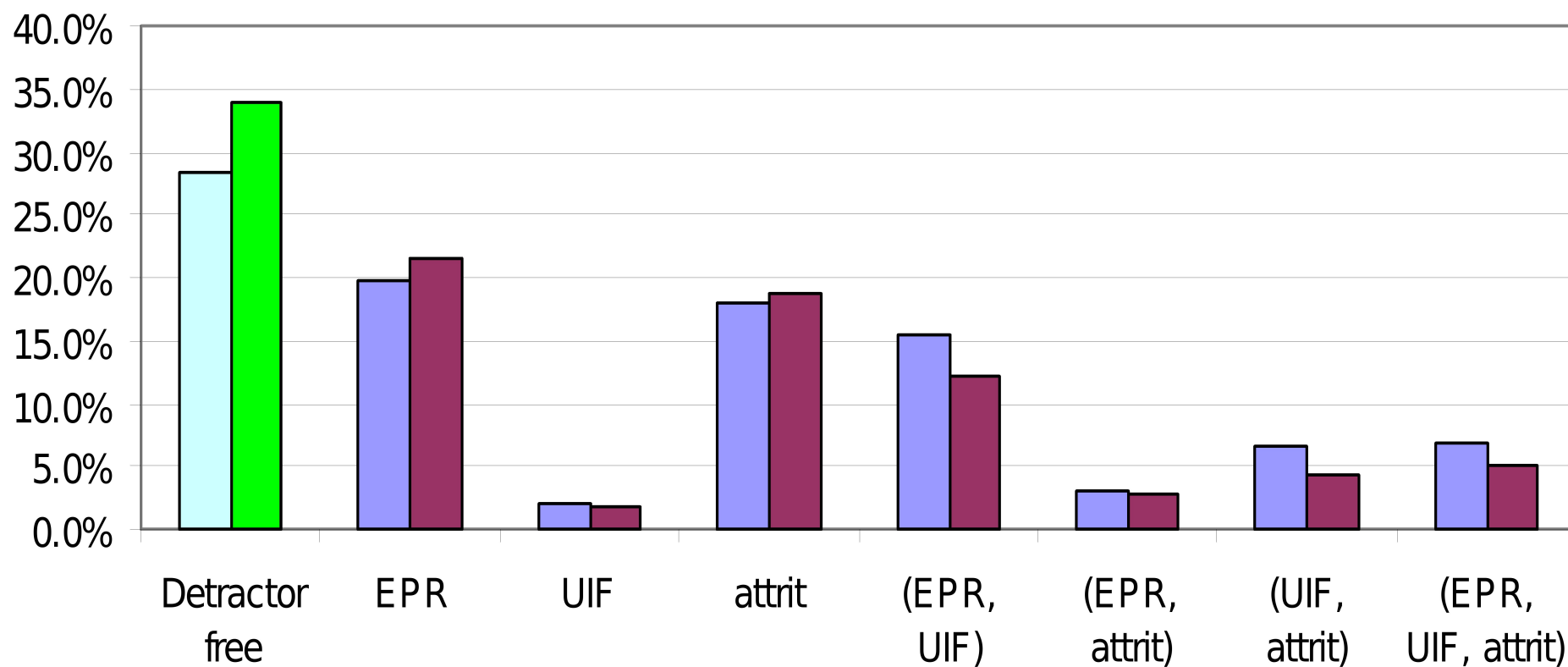


* Indicates statistically significant by Cochran-Mantel-Haenszel Statistic



Detractor Breakdown

□ Moral Waiver ■ No Moral Waiver





Analysis Results



Airmen with moral waivers have:

- 4% higher EPR markdown rate
- 8% higher UIF rate
- 3% higher first enlistment premature attrition rate



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AF Classification Composites



Mechanical (**AR** + **MC** + **AS** + 2**VE**)

Administrative (**MK** + **VE**)

General (**AR** + **VE**)

Electronic (**GS** + **AR** + **MK** + **EI**)



General (AR + VE)

Electronic (GS + AR + MK + EI)



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Replenishing the Combat Capability of America's Air Force



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